
	Office of Security Evaluations (HS-61) Force-on-Force Evaluator Physical Requirements	Approved  John S. Boulden III Acting Director, Office of Independent Oversight Date: June 30, 2009
Office of Independent Oversight		HS-61 SOP-04, Rev 0

1.0 PURPOSE

Establish roles, responsibilities, and processes regarding how and when Federal employees should obtain annual medical examinations and complete self-assessment health questionnaires if participating as either protective force role players during Composite Adversary Team (CAT) training or evaluators during HS-61 inspections.

2.0 APPLICABILITY

This Standard Operating Procedure (SOP) applies only to Federal employees involved as either protective force role players during CAT training or evaluators during HS-61 inspections. In general, the following groups of employees will receive an annual medical examination:

- Personnel performing as CAT training protective force role players
- Personnel performing as moderate activity HS-61 inspection evaluators
- Personnel performing as mobile HS-61 inspection evaluators.

NOTE: This SOP does not apply to personnel functioning as fixed/area evaluators during HS-61 inspections because their work activities are principally associated with the observation of personnel performing work from an interior stationary over watch position and therefore are not anticipated to exceed conditions and physical requirements expected in a typical office environment.

3.0 REQUIREMENTS

- 3.1 The CAT training process requires individuals to role play as protective force members. This activity can at times, require physical exertion exceeding that experienced during normal work day activities. It is the Office of Independent Oversight's intention to have all Federal employees functioning as protective force role players to have an annual medical examination prior to participation.
- 3.2 The HS-61 Inspection process requires evaluators to remain in close contact with either protective force personnel or adversaries during force-on-force performance tests. This activity can, at times, require physical exertion exceeding that experienced during normal work day activities. It is the Office of Independent Oversight's intention to have Federal employees functioning as moderate activity or mobile evaluators during HS-61 inspections to have an annual physical prior to participation.
- 3.3 The most current version of this procedure will be maintained in the Office of Security Evaluations at the Department of Energy (DOE) Headquarters in Germantown, MD and will be made known and available to all Federal personnel anticipated to be either protective force role players during CAT training or Evaluators during HS-61 inspections.



- 3.4 At a minimum, this procedure will be reviewed on an annual basis to ensure it accurately reflects current DOE, HSS policies and processes. Additionally, this procedure will be revised as needed in response to changes in requirements; changes in DOE or HSS management or organizational structure; and/or its failure to achieve its stated purpose.

Physical and Health Questionnaire

- 3.5 Each Federal employee who functions as a protective force role player during CAT training shall have an annual medical examination. The completed medical release form found in Appendix A of this SOP must be submitted to the Contractor Human Resource Department and/or appropriate Contractor Administrative Staff person by April 1 each year.
- 3.6 Each Federal employee who functions as either a moderate activity or mobile evaluator during HS-61 inspections shall have an annual medical examination. The completed medical release form found in Appendix B of this SOP must be submitted to the Contractor Human Resource Department and/or appropriate Contractor Administrative Staff person by April 1 each year.
- 3.7 Personnel who function as both protective force (PF) role players and moderate activity or mobile evaluators need only to complete the protective force role player medical release form (Appendix A).

NOTE:

IF cleared as:

Mobile Response PF
Fixed Response PF
Mobile Evaluator
Moderate Activity

THEN can also function as:

Fixed Response PF and all Evaluator positions
Fixed/Area or Moderate Activity Evaluator
Fixed/Area or Moderate Activity Evaluator
Fixed/Area Evaluator

- 3.8 Prior to any CAT training and/or HS-61 Inspection Federal employees will be queried by either the Contractor CAT Coordinator (CAT training) or the Contractor Performance Test Coordinator (HS-61 Inspections) regarding any changes in the Federal employees' health that would preclude them from participating. If the Federal employee states that a change in their health has occurred since the annual medical examination, then the employee, depending on the type of health change, will utilize the self-assessment health questionnaire found in Appendix C.

NOTE: IF when completing the self-assessment health questionnaire a "yes" answer is circled indicating the need to seek medical attention, **THEN** the employee must have another medical examination and obtain another medical release form indicating what level of participation they are cleared for.

4.0 RESPONSIBILITIES

- 4.1 Director, Office of Security Evaluations or Designee
- a. Review and approve this procedure.



- 4.2 CAT Program Manager
 - a. Review this procedure on an annual basis and update as necessary.
 - b. Collect completed medical release forms from Federal employees and forward copies to appropriate Contractor Administrative Staff.
- 4.3 Contractor Human Resource Department and/or appropriate Contractor Administrative Staff
 - a. Ensure Medical Release Forms are maintained at Contractor Headquarters.
 - b. Formulate assignment list on Contractor letterhead with date/time stamp that identifies approved protective force role players and evaluators with corresponding assignments.
 - c. Provide assignment list to Contractor CAT Coordinator and Contractor Safety Officer one (1) month prior to CAT training.
 - d. Provide assignment list to Contractor Performance Test Coordinator and Contractor Safety Officer one (1) month prior to either HS-61 inspection force-on-force performance test or limited scope performance test(s) (LSPTs).
- 4.4 Contractor Performance Test Coordinator
 - a. Obtain approved list of moderate activity and mobile evaluators approximately one (1) month prior to HS-61 inspection force-on-force or LSPT(s) activity.
 - b. Review list and assignments with Contractor Safety Officer.
 - c. Utilize only personnel on approved list as moderate activity or mobile evaluators during HS-61 inspections
 - d. Read, understand, and adhere to this procedure.
- 4.5 Contractor CAT Coordinator
 - a. Obtain approved list of protective force role players approximately one (1) month prior to CAT training.
 - b. Review list and assignments with Contractor Safety Officer.
 - c. Utilize only personnel on approved list as protective force role players.
 - d. Read, understand, and adhere to this procedure.
- 4.6 Federal Employee Protective Force Role Players (CAT training)
 - a. Medical Examination:
 - Obtain annual medical examination from licensed personal physician.
 - Assist personal physician in understanding the type and extent of anticipated physical activity. Activities may include, but are not limited to, running short distances, crawling, and climbing ladders/stairs. Activities may be performed in adverse environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet).

- Have physician complete medical release form (Appendix A).
- Submit completed medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff by April 1 each year.
- b. Self-Assessment Health Questionnaire:
 - Complete prior to participating as a protective force role player if there has been any change to health status since last medical examination (Appendix C).
 - Obtain another medical examination if necessary.
 - Submit new medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff.
- c. Read, understand, and adhere to this procedure.

4.7 Moderate Activity and Mobile Evaluators (HS-61 inspections)

- a. Medical Examination:
 - Obtain annual medical examination from licensed personal physician.
 - Assist personal physician in understanding the type and extent of anticipated physical activity. Activities may include, but are not limited to, running short distances, crawling, and climbing ladders/stairs. Activities may be performed in adverse environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet).
 - Have physician complete medical release form (Appendix B).
 - Submit completed medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff by April 1 each year.
- b. Self-Assessment Health Questionnaire:
 - Complete prior to participating as an evaluator if there has been any change to health status since last medical examination (Appendix C).
 - Obtain another medical examination if necessary.
 - Submit new medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff.
- c. Read, understand, and adhere to this procedure.

4.8 Contractor Safety Officer

- a. Review approved list of evaluators and corresponding assignments with Contractor Performance Test Coordinator prior to HS-61 inspection force-on-force or LSPT(s) activity.
- b. Review approved list of protective force role players and corresponding assignments with Contractor CAT Coordinator prior to CAT training.
- c. Read, understand, and adhere to this procedure.
- d. Review and, if necessary, update this SOP on an annual basis.

5.0 DEFINITIONS

CAT Coordinator: Contractor employee responsible for the overall organization and direction of all personnel during CAT training.

Contractor Safety Officer: Contractor employee responsible for reviewing with either Contractor CAT Coordinator or Contractor Performance Test Coordinator the approved lists of evaluators and/or protective force role players with corresponding assignments.

ESS: Engagement Simulations Systems.

Evaluators: Personnel responsible for evaluating various aspects of a DOE site's protective force actions during a force-on-force performance test or LSPT.

Performance Test Coordinator: Employee responsible for making evaluator assignments for HS-61 inspection force-on-force and LSPT(s) activities.

Protective Force Role Players: Employees who act or portray the part of protective force personnel during CAT training.

6.0 REFERENCES

- 6.1 10 CFR 851, *Worker Safety and Health*
- 6.2 29 CFR 1910, *General Industry Standards*
- 6.3 29 CFR 1926, *Construction Industry Standards*
- 6.4 DOE Order 470.4A, *Safeguards and Security Program*
- 6.5 DOE Manual 470.4-1, Chg 1, *Safeguards and Security Program Planning and Management*
- 6.6 DOE Manual 470.4-2, Chg 1, *Physical Protection*
- 6.7 DOE Manual 470.4-3, Chg 1, *Protective Force*
- 6.8 Protective Force Protocols for ESS Supported Performance Tests and Exercises document
- 6.9 Rules of Engagement for Exercise Players
- 6.10 CAT Handbook 2004
- 6.11 HS-61-01, *Composite Adversary Team Standard Operating Procedure*



APPENDICES

- A. Protective Force Role Player Medical Release Form
- B. HS-61 Inspection Evaluator Medical Release Form
- C. Self-Assessment Health Questionnaire

Office of Security Evaluations (HS-61)
Protective Force Role Player
Medical Release Form

Instructions

- Obtain annual medical examination from licensed personal physician.
- Assist personal physician in understanding the type and extent of anticipated physical activity. Activities may include, but are not limited to, running short distances, crawling, and climbing ladders/stairs. Activities may be performed in adverse environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet).
- Have physician complete medical release form (Appendix A).
- Submit completed medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff by April 1 each year.

Name of Protective Force Role Player: _____

Identification (Badge Number): _____

I hereby attest that (_____) is physically capable of participating in U.S. DOE CAT training in the following function:

- ☐ Fixed Response Protective Force Role Player
- ☐ Mobile Response Protective Force Role Player

Additionally, the individual identified above is not currently taking any prescription medications and/or over-the-counter medications that may pose any risk to his/her health or well being while participating in the training activity in conditions such as those described below.

Date of Medical Examination: _____

Licensed Physician: _____

Background:

The U.S. Department of Energy's (DOE) Office of Independent Oversight's Office of Security Evaluations is principally responsible for conducting independent evaluations on behalf of the Secretary of Energy. The purpose of these evaluations is to verify that the Department can effectively respond to emergencies and to provide assurance that tactical response forces at various field sites are adequately protecting the critical nuclear assets within their custody.

As a key element of these evaluations, the Office of Security Evaluations conducts force-on-force performance tests using a "red cell" aggressor force known as the DOE Composite Adversary Team (CAT). During these performance tests, DOE tactical response forces must defend against simulated terrorist attacks planned and executed by the CAT. In order to enhance the realism of these complex

tactical exercises and to maintain the proficiency of the CAT, the Office of Security Evaluations conducts semi-annual CAT training utilizing selected inspection team staff members to role play as protective force officers. Such training generally manifests itself in a series of exercises in which the CAT and protective force role-players participate in force-on-force war games utilizing blank-fire assault rifles that have been specially modified with laser engagement transmitters. Participants are also equipped with special individually worn sensor harnesses that record the accuracy of opposing team members' weapons fire. As such, the Office of Security Evaluations and its principal support services contractor, Unwin Company, require inspection team staff members who have been selected to perform duties as protective force role-players during CAT training to undergo an annual medical examination. The scope and focus of the examination should be such that it examines the individual's physical readiness to participate in one of two role-player functions: fixed response protective force role player and mobile response protective force role player.

Fixed Response Protective Force Role Player:

A fixed response protective force role player operates from a static defensive position or from a mobile security patrol vehicle under both day and lowlight conditions as well as varying environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet). Anticipated significant physical activities include, but are not limited to: operating semi-automatic and fully automatic blank-fire weapons from a stationary position; rapid motor functions such as reloading firearms in a simulated combat environment; wearing and/or carrying approximately 15 lbs. of tactical weapons and equipment; and quickly maneuvering distances less than 25 yards with assigned equipment. Sustained activity at these levels will typically range from approximately 15 to 20 minutes. Of significant note, no hand-to-hand contact is permitted among participants and all participants are required to wear appropriate personal protective equipment (e.g., eye and hearing protection, pro-tech helmets, and knee and elbow pads) during the training. Additionally, force-on-force training activities are observed by a certified safety professional and a certified exercise physiologist and rapid access to emergency medical services is available at all times.

Mobile Response Protective Force Role Player:

A mobile response protective force role player operates as a foot patrol or from mobile security patrol vehicle under both day and lowlight conditions as well as varying environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet). Anticipated significant physical activities include, but are not limited to, performing all functions of a fixed response protective force role player as enumerated above. Additionally, mobile response protective force role players typically participate in more intense simulated gun battles, carry heavier equipment (approximately 35 lbs. or less), and are required to quickly maneuver greater distances (approximately one-half [1/2] mile or less). Sustained activity at these levels will typically range from approximately 15 to 20 minutes. Of significant note, no hand-to-hand contact is permitted among participants and all participants are required to wear appropriate personal protective equipment (e.g., eye and hearing protection, pro-tech helmets, and knee and elbow pads) during the training. Additionally, force-on-force training activities are observed by a certified safety professional and a certified exercise physiologist and rapid access to emergency medical services is available at all times.

Office of Security Evaluations (HS-61)
Inspection Evaluator
Medical Release Form

Instructions

- Obtain annual medical examination from licensed personal physician.
- Assist personal physician in understanding the type and extent of anticipated physical activity. Activities may include, but are not limited to, running short distances, crawling, and climbing ladders/stairs. Activities may be performed in adverse environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet).
- Have physician complete medical release form (Appendix B).
- Submit completed medical release form to Contractor Human Resource Department and/or appropriate Contractor Administrative Staff by April 1 each year.

Name of Evaluator: _____

Identification (Badge Number): _____

I hereby attest that (_____) is physically capable of participating in U.S. DOE Performance Testing in the following function:

- ☐ Moderate Activity Evaluator
- ☐ Mobile Evaluator

Additionally, the individual identified above is not currently taking any prescription medications and/or over-the-counter medications that may pose any risk to his/her health or well being while participating in the training activity in conditions such as those described below.

Date of Medical Examination: _____

Licensed Physician: _____

Background:

The U.S. Department of Energy's (DOE) Office of Independent Oversight's Office of Security Evaluations is principally responsible for conducting independent evaluations on behalf of the Secretary of Energy. The purpose of these evaluations is to verify that the Department can effectively respond to emergencies and to provide assurance that tactical response forces at various field sites are adequately protecting the critical nuclear assets within their custody.

As a key element of these evaluations, the Office of Security Evaluations conducts force-on-force performance tests using a "red cell" aggressor force known as the DOE Composite Adversary Team (CAT). During these performance tests, DOE tactical response forces must defend against simulated terrorist attacks planned and executed by the CAT. In order to determine the efficiency of both the tactical response forces and the CAT, evaluators accompany elements of both sides and observe their

actions. Performance tests are a series of exercises in which the CAT and protective force role-players participate in force-on-force war games utilizing blank-fire assault rifles that have been specially modified with laser engagement transmitters. Participants are also equipped with special individually worn sensor harnesses that record the accuracy of opposing team members' weapons fire. As such, the Office of Security Evaluations and its principal support services contractor, Unwin Company, require inspection team staff members who have been selected to perform duties as evaluators of performance tests to undergo an annual medical examination. The scope and focus of the examination should be such that it examines the individual's physical readiness to participate in one of two evaluator functions: moderate activity evaluator and mobile evaluator as described below.

Moderate Activity Evaluator:

Moderate activity evaluators' duties do not normally require the individuals to over exert themselves. They may perform their duties under both day and lowlight conditions as well as varying environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet). Anticipated physical activities include, but are not limited to: standing, sitting, walking, and jogging short distances. Sustained activity at these levels can continue for several hours. Between exercises personnel can get out of inclement weather if necessary. Of significant note, personnel can become startled by unexpected sudden actions of players and/or loud noises that may occur during the course of a performance test. Evaluators dress appropriately for the weather conditions and are required to wear appropriate personal protective equipment (e.g., eye and hearing protection). Additionally, force-on-force performance tests are observed by multiple health and safety professionals and rapid access to emergency medical services is available at all times.

Mobile Evaluator:

Mobile evaluators' duties may require the individuals to engage in moderate to heavy activity for brief periods of time. They may perform their duties under both day and lowlight conditions as well as varying environmental conditions (e.g., high/low ambient air temperatures, high/low levels of humidity, and in locations with altitudes up to 7,000 feet). Anticipated physical activities include, but are not limited to: standing, sitting, walking, jogging up to one-quarter (1/4) mile, and sprinting up to 100 yards. Sustained activity at these levels can continue for several hours. Between exercises personnel can get out of inclement weather if necessary. Of significant note, personnel can become startled by unexpected sudden actions of players and/or loud noises that may occur during the course of a performance test. Evaluators dress appropriately for the weather conditions and are required to wear appropriate personal protective equipment (e.g., eye and hearing protection) and may wear elbow/knee pads and protective helmets. Additionally, force-on-force performance tests are observed by multiple health and safety professionals and rapid access to emergency medical services is available at all times.

Self-Assessment Health Questionnaire

This questionnaire is a simple screening tool used to self identify and document either that there have been no significant changes in your health since your last annual physical screening exam or that there has been a change in your health and you need to seek medical attention before further participation as a protective force role player or evaluator.

These questions are from a modified pre-participation screening questionnaire developed by the American Heart Association and American College of Sports Medicine.

Please read carefully and answer each question honestly.

Since your last annual physical screening exam:

Have you had?

- | | |
|----------|--|
| Yes / No | A heart attack |
| Yes / No | Heart surgery |
| Yes / No | Cardiac catheterization |
| Yes / No | Coronary angioplasty (PTCA) |
| Yes / No | Pacemaker/implantable cardiac defibrillator/rhythm disturbance |
| Yes / No | Heart valve disease |
| Yes / No | Heart failure |
| Yes / No | Heart transplantation |
| Yes / No | Congenital heart disease |

Have you experienced?

- | | |
|----------|-----------------------------------|
| Yes / No | Chest discomfort with exertion |
| Yes / No | Unreasonable breathlessness |
| Yes / No | Dizziness, fainting, or blackouts |

Other Health Issues

- | | |
|----------|---|
| Yes / No | Have you developed diabetes |
| Yes / No | Have you developed asthma or other lung disease |
| Yes / No | Do you have burning or cramping sensation in your lower legs when walking short distances |
| Yes / No | Do you have musculoskeletal problems that limit your physical activity |
| Yes / No | Have you started taking prescription medications(s) |
| Yes / No | Do you believe that you cannot safely participate as an evaluator or protective force role player |

If you answered “yes” to one or more of the above statements, you should consult your personal physician before further participation as a protective force role player or evaluator. Obtain another physical screening exam before further participation. Use appropriate medical release form (Appendix A or B).

If you answered “no” to all above questions, then complete your signature, date, and printed name below. Give completed form to the Contractor CAT Coordinator (CAT training) or Contractor Performance Test Coordinator (HS-61 Inspection).

Signature: _____ Date: _____

Printed Name: _____